

THE SUNDAY JOURNAL

113th Year, No. 353 ■ 446 Pages in 25 Sections

Sunday Morning, December 19, 1993 ■ Copyright© 1993, Journal Publishing Co.

\$1 ■ Made in USA ★★ ★★

Legal Quicksand

One-and-a-half-million dollars would pay the city of Albuquerque's phone bill for a year. The city could hire 31 new police cadets, or subsidize rent for 400 financially strapped households.

Instead, \$1.5 million bought the administration of Mayor Louis Saavedra out of a two-year legal quagmire that could have sent top officials to jail.

The protracted battle between the city and Parks and Recreation supervisors Carl Jackson and Mike Walker made headlines every time the Saavedra administration asked the City Council to pump more money into the defense.

In the end, the city spent hundreds of thousands of dollars to settle the case — which was essentially the latest chapter in a running legal battle that began when Jackson was fired in 1985 for alleged sexual harassment.

A closer look at the federal litiga-

A long battle
between the city
government and
an employee
involved high stakes
and big, big money

Stories by **Colleen Heild**
Photos by **Dean Hanson**

tion reveals that the stakes were as high as the price tag.

City administrators had quietly dug themselves into a whale of a legal dilemma. And it took a team of Albuquerque's top, but expensive, private lawyers to dig them out.

Court records, interviews and attorney billings obtained by the Journal show:

■ A federal judge and magistrate determined that top city officials had failed to abide by a secret agreement struck with Jackson in 1990 after his court-ordered return to City Hall. That led to the city being found in contempt of court twice.

■ The city's legal troubles snowballed to the point where a federal judge took the unusual step of asking the U.S. Attorney for New Mexico to determine whether the city should be held in criminal contempt.

■ The city subsequently spent thousands of dollars in legal fees trying to lift the contempt citations

MORE: See CASE on PAGE A8



THE ASSOCIATED PRESS

Carl Jackson's attorney, Carl Hartmann III, relaxes at his law office in New York City.

and defend the actions of then-Chief Administrative Officer Art Blumenfeld, who was the chief city official accused of violating terms of the Jackson agreement. Blumenfeld said he acted in good faith and followed the advice of then-City Attorney David Campbell and legal staff.

■ At the heart of the city's legal woes was an unusual secret agreement that the city would hire a \$50,000-a-year planning supervisor who would report to Jackson. The agreement, known as the "side letter," also guaranteed that Walker, who at that time was director of Parks and Recreation, would be Jackson's "protector" in the department.

■ The attorney for the city who helped hammer out provisions of the "side letter" withdrew from the case after the contempt issue surfaced. When her testimony was solicited later in the case, she asked the city to hire her a lawyer because she felt she was being "set up" by top administrators.

■ With the criminal contempt inquiry still unresolved, the administration reorganized City Hall and split up Jackson from Walker, who was demoted. Both men filed lawsuits alleging retaliation and violation of the "side letter."

That's when the city called in outside legal help.

■ After 13 months of work that cost taxpayers nearly \$1 million, lawyers from the Hinkle and Civerolo law firms crafted a settlement that purged the court record of any contempt charges and eliminated the side agreement.

This time, the city promised only money.

Jackson's \$514,000 settlement included about \$250,000 in attorney's fees and costs. But as financial incentive to leave, the city agreed to pay Jackson another \$30,000 a year for up to 12 years — if he would agree to quit.

The \$1.5 million spent by the Saavedra administration isn't the complete tally of city spending in legal battles with Jackson. In eight years of litigation, the total is closer to \$2 million. Of that, Jackson himself collected about \$500,000 and his attorneys received a similar amount.

Five years of haggling

Carl Jackson was booted out of City Hall in 1985 for alleged sexual harassment. But a federal court jury ruled two years later he'd been a victim of discrimination and retaliation. Jackson is Black.

Evidence that emerged during the federal trial showed several Hispanics accused of similar conduct not only kept their jobs but one man was even promoted.

The jury awarded Jackson \$140,000, but U.S. District Judge E.L. Mechem found the climate at City Hall too hostile for Jackson to return.

When the case was appealed, the 10th Circuit Court of Appeals in 1989 reversed Mechem and ordered Jackson's reinstatement "together with all increments in pay and position which he would have achieved if he had not been terminated."

The appeals court left it up to Mechem to decide the exact pay and position.

The city and Jackson spent the next six months haggling over the issue when Jackson's lawyer, Carl Hartmann III, went back to court claiming new retaliation by the city.

The city wanted to rehire Jackson as a planner who would travel around the country. But Hartmann called that proposal a "sham" because Jackson would have no direct supervision over any employees and would be effectively removed from City Hall operations.

Hartmann also contended a Parks supervisor was stirring up employee fears and suggesting employees hire their own attorney to stop Jackson's reinstatement.

After Hartmann made those new allegations, it didn't take long for the city to strike a deal, meeting all of Jackson's demands.

Jackson reported back to work Sept. 5, 1990, with a new title of assistant director of Parks and Recreation. His salary had jumped from \$28,900 in 1985 to about \$61,000.

But there were a few details to finish up, and those were taken care of in the "side letter" — signed 10 days after Jackson went back to work.

Both sides considered the case over. But four months later, the side letter served to reopen the litigation and ended up costing the city more than 10 times the amount awarded in the first Jackson case.

The 'side letter'

The side agreement, which up until last year was sealed, was a two-page letter from Hartmann to Paula Forney, a former assistant city attorney hired by the city to work on the case.

In the letter, dated Sept. 14, 1990, Hartmann asked Forney to "try to obtain one or more appropriate signatures" formally approving the city's prior agreement that Jackson would "personally work with — and benefit from the vigilance and protection of Mike Walker."

Walker said in one deposition that Jackson feared there might be people who "were going to be out to get him" because of his prior lawsuit. Jackson wanted someone to be responsible for overseeing his reintegration into the department and to ensure he wouldn't be retaliated against, Hartmann said.

The Sept. 14 letter also reminded the city of its second

promise to create a new position of a Parks and Recreation planner who would report to Jackson.

CAO Blumenfeld and Walker had signed the broad settlement agreement Aug. 30, and it was approved by Mechem.

Records show that Walker was the only city official who signed the Sept. 14 side letter.

By January 1991, the city still hadn't created the planner position, so Hartmann went back to court and asked that the city be held in contempt.

Two weeks later, Forney withdrew from the case.



Walker: Won \$75,000 settlement



Blumenfeld: Worried about more suits

Blumenfeld stated in a sworn affidavit that he hadn't approved the side agreement and didn't recognize it as part of the court-sanctioned settlement. There was also no mention of the planning position in the broad settlement agreement, the city argued.

Walker and Forney negotiated Jackson's return to City Hall, but Blumenfeld said neither of them had authority to enter into the side agreement.

U.S. Magistrate Robert McCoy found otherwise. On April 17, 1991, McCoy recommended the city be found in contempt for violating the side letter, which he said was part of the overall settlement.

Whether Blumenfeld had signed off on the side agreement wasn't the issue, McCoy ruled, because Forney and Walker were the city's appointed representatives.

Forney and Walker had orally agreed to the terms of the side letter during an August 23 settlement conference in McCoy's office, McCoy wrote.

At the time, the city representatives "had expressed concern about public scrutiny of the settlement and (Jackson) agreed to a confidential side agreement which would deal with particularly sensitive issues" to the city, McCoy stated.

Blumenfeld contended the planning position wasn't needed. He said it would be contrary to public policy to spend \$50,000 a year on an unnecessary job.

McCoy found that Blumenfeld's assertion was contradicted by other city representatives who said the position was "highly necessary" earlier in the year when they wanted Jackson to take the job.

Mechem held a subsequent hearing and found the city's "articulated reasons for refusing to create the planner position are not credible."

He found the city in contempt of court and the city ended up hiring the planner. But questions surrounding Blumenfeld's actions resurfaced several months later when Mechem ordered the criminal inquiry.

Blumenfeld, in an interview before he left City Hall on Dec. 1, wouldn't answer questions related to the case.

"It's inappropriate for me to discuss it," Blumenfeld

said.

Court records show he testified he didn't know about the letter until late December 1990 or early January 1991.

Once learning about the letter's existence, Blumenfeld said he didn't believe it was an actual court order. That was confirmed by the City Attorney's Office, Blumenfeld testified.

But Walker's attorney, Phillip Baca, said in a recent interview that Walker mentioned the side letter agreement to Blumenfeld after the settlement conference in August.

Asked about what transpired, Forney in a phone interview referred a reporter to McCoy's ruling.

Forney said in a recent interview she never thought there was any miscommunication.

"I thought I had done everything I needed to do when I was there to make sure that everybody was informed," she said.

As an assistant city attorney, Forney defended the city at Jackson's 1987 civil rights trial and argued against his reinstatement at the appeal. In the interview with the Journal, she denied she undertook the side letter without consulting her superiors.

"Absolutely I did not act on my own. Every act I took was with the city's best interest. I don't have any personal agenda except to do my best for my client."

Yet, she said it was clear "the whole way through" that top administrators were making her a scapegoat.

As the litigation progressed, Forney was scheduled to be deposed about the side letter.

"It seemed to me somewhere along the line that I was being set up," she said. "And I thought I had a right to request representation."

David Cunningham, a Santa Fe attorney, billed the city about \$3,000 to \$4,000 for representing Forney, Campbell said. She now works for state Risk Management.

Campbell said he had no knowledge of "any agreement to create a position to work for Carl Jackson until we were literally being hauled into court to show why we hadn't done what we were supposed to have done."

Campbell said, however, he had "no misgivings" about Forney's representation of the city.

When Mechem found the city in contempt of court in June 1991, he ordered Blumenfeld to "cease and desist any and all actions not in compliance with the orders of the Court."

Within six months, Jackson's attorneys went back to court with a new contempt allegation: Blumenfeld had confirmed to an Albuquerque Journal reporter that Jackson had received a 5 percent pay raise as a condition of the 1990 settlement with the city.

By that time, Mechem had appointed a special master to oversee skirmishes on the case. That special master, Albuquerque attorney David Chew, concluded in January 1992 that Blumenfeld "breached the confidentiality provisions" of the settlement agreement.

That agreement barred the city and Jackson from "revealing the context or effects of the settlement" unless there was a written release mutually agreed upon in writing by all parties.



Campbell: Judicial system out of hand

Chew (whose time the city paid for) wrote that Blumenfeld should have been aware "he couldn't discuss the matter with the Journal reporter."

Chew said he didn't believe there was "any ill or malicious intent" but that Blumenfeld "should have known better and declined to comment on the question."

Criminal contempt

Even before Chew issued his report, Mechem shocked both sides in November 1991 when he asked U.S. District Judge John Conway to preside over the criminal contempt inquiry.

Campbell said the investigation was to determine if the city's failure to create the planning position "rose to the level of being criminal."

But Campbell said there was no intentional criminal conduct. He said administrators were simply trying to do their jobs.

"We didn't feel like this was appropriate. But the court seriously entertained the notion that we had deliberately flaunted a court order ..."

Asked what the penalty would have been, Campbell said, "Jail."

Who would have gone to jail?

"Who knows," Campbell responded.

Criminal contempt carries a fine of more than \$500 or imprisonment of up to six months in jail, Conway said during an initial hearing on the matter.

It's unclear whatever became of the inquiry.

Conway in November 1992 asked the U.S. Attorney to conduct the investigation and file "under seal" his decision whether to proceed with prosecution.

Campbell said the criminal contempt charges "were never dealt with by the court and there was no determination of any of them."

Campbell said he didn't know why. Officials at the U.S. Attorney's office said they didn't know about the case. But a court employee said someone from the U.S. Attorney's office had reviewed case files.

Within three months of the U.S. Attorney being called in, private lawyers representing the city were discussing settlement with Jackson.

The resulting \$514,000 deal included an important concession to the city — Jackson would ask Mechem to revoke all civil contempt findings and drop the issue of criminal contempt.

Had the contempt remained on the record, a judge or jury might have deemed that as proof that the city retaliated against Jackson. And that could hurt the city in any future Jackson-related litigation, say lawyers familiar with the case.

The reason the Jackson case settled for as high as it did "was because they (city officials) wanted to get rid of the contempt," said attorney Baca.

Protector banished

More than a few attorneys have expressed surprise that city administrators — with the contempt inquiry pending — split up Jackson and Walker in the January 1992 reorganization of City Hall.

Jackson retained his job, but Walker was demoted and transferred to the Solid Waste Department. His pay went from \$53,000 to \$48,500.

In their subsequent lawsuits, both men claimed the city retaliated against them by deliberately violating the side agreement's promise that Walker serve as Jackson's "protector."

City administrators maintained there were no ulterior motives and pointed out that eight departments were affected in the January 1992 reorganization.

Walker was unclassified and, as a director, could be transferred at will.

Yet, several former assistant city attorneys and Hartmann question why, given the city's record of contempt, the city didn't first check with Mechem or the special master before launching into the reorganization.

Campbell said the administration didn't think that was necessary.

He said his office and the administration checked with Jackson and Hartmann who reported that "everything was fine."

Hartmann said he never gave final approval, but asked for more information.

When the city called back and said reorganization would occur the next day, Hartmann said, "I said 'I think that would be a very, very bad idea.'"

Walker contended he was demoted because of his support for Jackson. Blumenfeld said, however, that he had been dissatisfied with Walker's job performance for several years and the demotion had nothing to do with the Jackson matter.

Though he settled his lawsuit for \$75,000 in August 1993, Walker didn't regain his rank or pay level. One court record states that his duties as a management analyst in the Solid Waste Department include patrolling the city's Solid Waste site.

Learning experience

There's a difference of opinion as to what, if any, lessons were learned from the \$1.5 million experience.

"This wasn't a case that didn't get adequate review," Campbell said before he left City Hall earlier this month. "It got clear-headed decision-making made by clear-headed individuals at every point and I don't see a public scapegoat here or a way this or similar cases can be avoided, given the volatility of the workplace."

Campbell, now in private practice in Albuquerque, said he wouldn't have done anything differently.

"If I've learned anything it is that this system we have for solving problems, called litigation, is an out-moded system that doesn't work on our behalf, our American system ... our judicial system has gotten away from us."

Hartmann maintained the case showed the legal system does work when employees' civil rights are trampled upon.

If anything, Hartmann said he hopes the city's learned one lesson:

"If you're going to retaliate against an employee, if you're going to go out and try to gun him down, you've got to have better legal advice before rather than after."

'Good Government Went Out the Window,' Ex-Justice Says of Case

By Colleen Heild

JOURNAL STAFF WRITER

Why did the city spend nearly \$1 million to fight a case, only to settle out-of-court for more than \$500,000?

Critics say the administration had a losing case from the start but went on an expense-paid ego trip courtesy of the taxpayers.

"You settle the bad cases, and fight the good ones," said one City Hall staffer. "We fought on a bad case."

The opposing view: the administration had a winnable case but succumbed to political pressure to settle because of the mounting legal costs.

The Hinkle law firm accounted for about 80 percent of the bills and represented the city and top officials in their official capacity. The Civerolo firm represented top officials, including Chief Administrative Officer Arthur Blumenfeld, in their individual capacity.

Then-City Attorney David Campbell said those costs were a factor in deciding to settle the case.

"It looked like we were going to pay so much more than what we could settle it for ... it became a financial decision."

Former state Supreme Court Justice Tony Scarborough said the city's legal fight was unnecessary.

"Good government went out the window when they (the Saavedra administration) got their hands on this case. They made all the wrong decisions."

City councilors were so concerned about the escalating defense costs they hired Scarborough to review the case. But he was denied access to the bills unless he signed a confidentiality agreement — which he refused to do.

"The same people controlling the expenses, and directing the defense were the clients whose actions prompted the lawsuit," Scarborough said. "And the money they were spending wasn't theirs, but the taxpayers'."

Scarborough, in a recent interview, said he was disturbed the City Council never chose to subpoena

the bills.

"There was no system of checks and balances," he said.

Scarborough said he learned that the Hinkle firm advised the city to settle the cases early on.

"I think egos were involved, big egos were involved," Scarborough said. "They (the Saavedra administration) were going to show everybody who was boss."

The administration contended a vigorous, if expensive, fight was vital to upholding the right of the executive branch to hire or reassign employees.

"We need to do what it takes to make our point and protect the city's treasury," Campbell told councilors last year.

"Egos weren't involved," Campbell said in a recent interview, "and furthermore, Scarborough didn't know enough about this case to make any kind of evaluation on it."

Campbell said Scarborough carried a grudge after he was asked to sign the confidentiality agreement.

Carl Hartmann III, the lawyer for Carl Jackson, said the administration "never knew what their legal position was."

"And what they did is after they were already dead, bang, zingo, cooked, they went out there and they hired two of the biggest firms around and they said, 'Do anything you can to break this case,' and I mean they tried everything humanly possible."

Campbell and Hartmann both praised the lawyers from Hinkle and Civerolo.

"They (the private attorneys) did what they were supposed to do," Hartmann said. "They did every single thing I would have done."

Even after the cases settled earlier this year, Campbell refused to release the attorney bills, contending they contained work product and attorney-client information.

Campbell sought an opinion from a State Bar committee, which said he shouldn't release the bills without a waiver of his client. It was never clear who Campbell's clients were for purposes of a waiver.

Despite efforts to keep them secret, the Journal was able to

examine several hundred pages of billing documents and asked Scarborough to review some of them.

He said he found no overbilling or evidence of unusual costs.

Although Campbell had refused to release them, a Journal reporter discovered the bills had been stored on microfilm at the city's Accounts Payable division.

The Journal spent several days reviewing more than 400 pages of invoices. Janet Hollyfield, accounting manager, refused to allow the Journal to finish the review.

On Oct. 28, Hollyfield said all documents kept on microfilm were considered public record. But she said a written request was required. She said her employees would make the copies.

One week later, Campbell notified the Journal in writing that Hollyfield's division wouldn't be making copies.

Campbell said in a later interview that his office hadn't known copies would be on file in accounts payable.

The review of about \$400,000 worth of bills and other accounting documents showed:

- Up to eight lawyers from the Hinkle firm worked on the lawsuits at first, and attorneys were brought in from the firm's offices in Santa Fe and Roswell.

Campbell said the Hinkle firm didn't need his permission to assign so many attorneys. "If I was having a heart attack," he said, "I wouldn't propose to tell my cardiologist how many doctors to put on the case."

- At least \$130,000 was spent on work related to the contempt citation against the city, and the criminal contempt investigation.

Hinkle attorney Robert Tinnin said there were "significant services rendered for which our firm did not bill the city."

He said billings were reduced by senior attorneys when it was deemed the time had not been spent productively. Bills also were reduced, he said, when it seemed that the time spent and amounts charged weren't justified "considering the particular service rendered."

Lawyer Says Release of City's Legal Bills Would Further Distress Jackson

By Colleen Heild

JOURNAL STAFF WRITER

A city councilor proposed legislation earlier this year that would have shed some light on how, and why, the city spent nearly \$1 million to defend the lawsuits filed by Carl Jackson and Mike Walker.

But that attempt to make portions of those legal bills public faded quietly away.

It wasn't for lack of interest. As it turned out, the city had once again found itself face to face with Jackson's attorney.

The city blinked.

Carl Hartmann III wrote a letter dated Oct. 3 in which he threatened new legal action on Jackson's behalf if the bills were made public without federal court approval.

"Mr. Jackson will not be further dragged through the emotional distress of this case — and certainly not without the review of the court," Hartmann wrote.

During the course of the litigation, City Attorney David Campbell had made several trips to the City Council to ask for more money to pay the lawyers his office had hired. But he refused to release the lawyers' bills.

Neither city councilors interviewed nor city council staff would say exactly why the legislation proposed by Councilor Michael Brasher had died.

But the Journal learned that Campbell informed some councilors about Hartmann's letter after Brasher's bill was introduced.

Hartmann repeated some of the same warnings in another letter to the city dated Nov. 22, copies of which the Journal received anonymously by U.S. mail.

In that letter, Hartmann repeated his warning to Mayor Martin Chavez and further threatened to bring other lawsuits against city councilors personally.

"If the Court gives its permission for the City to proceed, this will be an entirely different matter — but action without such an effort would be damaging to all involved, unnecessary, and costly," Hartmann wrote.

"I can only hope that a few hours of work in advance and some discussions with the Court (and perhaps even my client) might save another million (plus) dollar expenditure."

Hartmann, in both letters to the city, added another warning that might explain why the matter has been kept so quiet.

"Let me say that if this letter, its contents, or the nature of my client's concerns or offers is made public in any way, we will address such a blatant, retaliatory betrayal with all of our resources," Hartmann wrote.

Hartmann wrote that it was unfair to single out Jackson's case in releasing bills.

"Unless the local ordinance will be applied to all other cases completed or settled ... it must be assumed that this a retaliatory situation."

The Nov. 22 letter was apparently triggered by Chavez's campaign promise to make the bills public once he was in office.

The fact that "the (council) bill never moved forward ... along with the absence of any contrary reply, caused me to understand that the matter had been put to rest," Hartmann's Nov. 22 letter stated.

"Imagine my client's surprise to hear the Mayor-Elect on the radio — specifically discussing his case — in particular stating that the City would release all billing material."

Chavez, in an interview last week, said he is certain the city would be sued if the bills are released, so he's agreed to seek the federal court ruling.

"My goal is to make public everything possible without exposing the public to further financial hemorrhage," Chavez said.

Walker's attorney, Phillip Baca of Albuquerque, said his client would have no objection to release of the bills.

Hartmann's Nov. 22 letter recited his previous success in suing the city on Jackson's behalf.

"To date, Messieurs (Orlando) Sedillo, (Henry "Kiki") Saavedra, Campbell and (Chief Administrative Officer Art) Blumenfeld have hought Mr. Jackson good grist for heir political mills — only to find personal liability and personal disgrace baked into their bread ..."

That was an apparent reference

to the latest lawsuits and Jackson's successful 1987 civil rights lawsuit in which a jury awarded damages of \$70,000 from the city, \$40,000 from former supervisor Sedillo and \$30,000 from Parks supervisor Saavedra.

The city last March settled a subsequent round of litigation with Jackson for \$514,000.

"In the end," Hartmann wrote in his Nov. 22 letter, "the city was forced to settle for approximately twice the originally requested relief. As Plaintiff's counsel, this placed another lump of cash into our pockets — and it did well by Mr. Jackson."

Hartmann in a telephone interview last week sounded more conciliatory, after hearing about Chavez's comments. Hartmann said when he wrote the letter, he believed the city was about to reopen old wounds.

"I was trying to be threatening. I was trying to say to them, don't do this lightly ... because this one isn't going to come cheap. If you do this, be prepared for World War III."

Hartmann said the city on past occasions has ended up in legal trouble when administrators acted "precipitously" on issues related to Jackson without going before the court.

"I was saying 'Let's not start another round of this,'" Hartmann said in the interview.

Hartmann said he's happy Chavez sees his point.

"In all fairness, the letter was

written before anybody ... had jumped yet," Hartmann said. "And in all fairness, I think that they did the right thing ..."

Hartmann said he wasn't concerned that someone sent the Journal his confidential letter anonymously. He said he just didn't want the city releasing his letter as some kind of official act.

Hartmann said while he believes "there's a legitimate concern for the press" to want the bills released, he also understands "there's a legitimate concern for the people involved to not have those bills released."

Hartmann said his job is to protect his client.

"I'm a great fan of sunshine," he wrote in the Nov. 22 letter. "Let's be sure, however, that the sun's warmth is felt by all concerned."

HISTORY OF CARL JACKSON LITIGATION

October 1985: Carl Jackson fired from city Parks and Recreation Department for alleged sexual harassment. Jackson later sues city.	June 1987: U.S. District Court jury finds city discriminated and retaliated against Jackson. Jackson awarded \$140,000 in damages, and about \$45,000 in attorney's fees.	August 1987: U.S. District Judge E.L. Mechem concludes Jackson shouldn't be reinstated because "general hostility" toward him at City Hall "remains impossibly high." Both city and Jackson appeal.	November 1989: 10th Circuit Court of Appeals affirms jury verdict and orders Jackson reinstated. Court sends case back to Mechem to determine Jackson's new position and salary.	August 1990: City and Jackson negotiate conditions of reinstatement, giving Jackson \$32,000 pay raise. Mechem approves. City ends up paying Jackson about \$500,000, which includes the original jury award of \$140,000, back pay, interest and about \$217,000 in attorney fees.	September 1990: A "side letter" supplementing the August agreement is signed by then-Parks Director Michael Walker and Jackson's attorney, Carl Hartmann III.	June 1991: Mechem holds city in contempt for violating side letter agreement.	November 1991: Mechem asks for criminal contempt inquiry.	January 1992: Special master finds city in contempt for confirming to a reporter that Jackson received a salary increase. Also, city administration decides to reorganize City Hall, splitting up Walker and Jackson.	February 1992: Jackson and Walker file separate lawsuits over reorganization. City administration retains outside counsel to handle the two cases and the prior contempt issues related to Jackson's reinstatement.	March 1993: City settles Jackson contempt and reorganization cases for \$514,000, which includes about \$250,000 in attorney fees.	August 1993: City settles with Walker for \$75,000.
---	--	--	---	--	--	--	--	--	--	---	--

Employee Says He's Living Modestly

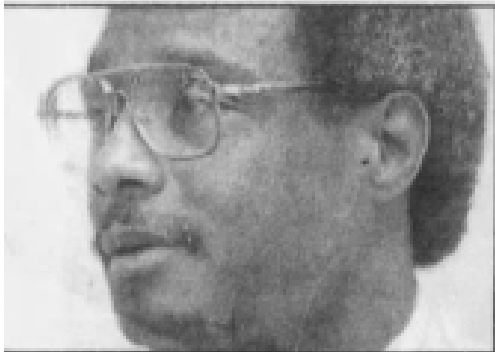
They say Carl Jackson "is so rich he now has his own butler."

The rumor, one of several floating around City Hall, was enough to bring Jackson out of a self-imposed public silence.

He just laughed. And, no, he said he doesn't have a butler.

Eight years ago, Carl Jackson was earning \$28,900 as assistant superintendent of sports in the city's Park and Recreation Department.

Today, Jackson is one of City Hall's highest paid employees and has collected more than \$1 million from



the city in damages, back pay and attorneys fees stemming from his firing in 1985 and follow-up litigation.

As one of four assistant directors in the city's Cultural and Recreational Services Department, he supervises 45 employees and now earns a yearly salary comparable to the mayor's — \$67,329.